

Personal Statement

I am oriented towards reaching goals and searching for opportunities to improve organizational processes. Combining analysis with making real contact with employees, I make use of the intelligence available in the organization. The basis of my decisions are partly a result of my Psychology study and partly from my technical background (before my psychology study, I studied to become an **engineer** in the aircraft industry). This technical background facilitates the communication with employees with a non-social background and on the other hand it gives me the opportunity to analyze figures properly. It is my ambition to

- Create insight in qualities of employees and departments and in the effect of decisions made.
- Create the utmost conditions under which employees can work towards achieving their goals.
- Develop employees towards better results and at the same time experiencing more fun.

Career Summary

2015 – now: Member of the board of Directors of de Stichting Maatschappelijke Coalitie (the foundation of Societal Coalition).

The foundation strives towards a sustainable and inclusive society in which every person is involved. We do the delivery by executing projects together with partners (employers, employees, government, education etc.). These projects are aimed at a continuous development of inhabitants and an optimal fit between personal qualities, passion and work.

2014 – now: ZOOMEEE Consulting – Management consultant

Zoomeee supports organizations in creating conditions for attracting and developing employees for maximum performance and growth. We make use of the Zoomeee platform for talent management. Zoomeee gives visibility to the unique values of people (by means of e-assessments) and helps to become sustainable employable. Employees are motivated to take responsibility, to develop continuously.

2010 – now: Interim manager. Examples of projects (mostly part time):

- Many training and coaching projects for different customers as well as assessments.
- Interim director at a vocational institute (ROC): downsizing 6 schools up to closure (14 months)
- Interim consultant at a care and welfare institute (6 months). Development of top management structure.
- Executing of management development programs for different customers.

2010 - 2012 Greenshoot^{HR} (consultancy)– Managing Director

- Responsible for turnover, profit and loss.
- Projects executed on HR solutions (talent and career management, Assessment, Training and coaching).
- Reseller HR tools.

2007 - 2010 Right Management - Regional director (North, East and South of the Netherlands). Member of the Board of Directors Benelux region.

- Profit and loss responsible (turnover app. € 5 million).
- Managing 3 regions - Total 20 consultants and ditto staff.
- Execution of assessments, coaching and training programs
- Coaching Right Management Belgium and Luxemburg in development of Attract and Assess activities.

2005 - 2007 LTP - Regional manager South of the Netherlands. Member of Management Team.

- Business development South of the Netherlands.
- Managing Office Eindhoven (8 consultants, 2 staff).
- Execution of work in the Benelux.
- Interim project manager at a retailer concerning the development and implementation of a European performance management system

2004 - 2005 Werk Voorziening Schap (WVS) West Noord Brabant (Provision of Work West North Brabant, The Netherlands) - Director HR

WVS - with 3400 employees – is the 4th largest work provision organization of the Netherlands.

- Co-responsible for strategic issues of WVS group.
- Responsible for the total HR policy. Management of teams HR policy, labor conditions / relations (8 employees); decentralized operating HR teams (33 HR employees) and corporate labor health conditions organization (21 employees).
- Benchmarking labor conditions for provision of work companies.

Curriculum vitae - John Megens – Organization & Talent Development

- Developed a new set of labor conditions in cooperation with two different trade unions.

2002 - 2004 Through Maat & Partners: Laurus – Interim HR Manager Organisation, Comp. & Ben.

- Harmonising labour conditions after a merger, including job evaluation (Hay methodology) and reward systems.
- Rationalisation /restructuring (cut down expenses, reengineering processes and departments).
- Supporting the implementation of competence management.

1995 - 2002 Maat & Partners - Managing director

- Co-responsible for the team (8 consultants, 3 staff).
- Competence management /Training and management development.
- Compensation and benefits: personnel systems: job evaluation and reward systems.
- Project Manager HR at a food retailer (8 months) concerning the development and execution of a corporate university with 4 different programs.

1991 - 1995 Vendex Food Group (VFG) – Manager HR Organization department.

- (Re-)structuring the organization or departments.
- Management development.
- Personnel systems such as job evaluation, reward systems and appraisal systems.

1987 - 1991 Philips Consumer Electronics - Project manager HR.

- The personnel and training policy for two business groups.
- Business administration and management training for the entire division in the Netherlands.
- Project management courses and project start ups for technical projects in The Benelux.

1984 - 1987 The new teacher training college (NLO) - Teacher / trainer

NLO is nowadays part of Fontys teacher training college in Eindhoven.

- Instructional psychology at the college and
- Management courses for board of directors at primary and secondary vocational schools.

1981 - 1984 The regional center for educational advise (GOAC) –school consultant.

- Helping parents and teachers when confronted with children with learning and/or raising disorders.
- Training schoolteachers.



Education and training qualifications

1983	Masters degree in instructional and social psychology, Tilburg University
1984	Masters degree in industrial psychology at the Tilburg University.
1987	Business administration – Philips
1988	Basic Management Training – Philips / Project Management – Project Konsult
1989	Training Leading Projects – Project Konsult
1990/1991	Management of Change in Organizations – Stichting Interacademiale Opleiding Organisatiekunde (SIOO).
1992	Job profiling and job evaluation – Hay Group
1998/ 1999	NLP Business Practitioner. – De Boer, Ritsema & Van Eck.
2005	Introduction law legislation
2008	Certified user of SHL testing materials (OPQ)
2009	Certified user and trainer for MRG Leadership Effectiveness Programs (SLD/LEA) Certified for Hogan Personality Inventory (HPI and HDI)
2010	Certification user and trainer for all PiCompany testing materials

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- 2011 Certification user and trainer for Savio
- 2012 Accreditation Chartered psychologist NIP - work and organizational psychology
- 2014 Accreditation Euro Psy Chartered psychologist - work and organizational psychology

Languages

Dutch -	Native	German -	Good
English -	Fluent	French -	Basic

Publications

- The influence of personal attribution of the learn and test situation on social-interactive learning.
In: Pedagogische Studiën, 1987 (64),1,28-34.
- Shared control changes through IT developments.
In: Opleiding en Scholing, 1995, 10.
- Project management, also for the personnel department.
In: Opleiding en Scholing, 1995, 3

Personal details

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Civil status Married, two sons (1986, 1987)

Date of birth 2nd May 1956



Interests

- Member Professional Commission for a school for retarded children
- Active member of a Men's choir
- Chairman of a governmental working group
- Secretary of two foundations
- Reading, Hiking
- Theatre, movies, concerts with family and friends,

References

On request